



**COUNTY OF LOS ANGELES – DEPARTMENT OF MENTAL HEALTH
PROGRAM SUPPORT BUREAU**

**MENTAL HEALTH SERVICES ACT (MHSA)
WORKFORCE EDUCATION AND TRAINING (WET)
ADVISORY COMMITTEE MEETING**

**February 20, 2009
695 S. Vermont Avenue
15th Floor Conference Room**

AGENDA

- | | | |
|------|--|-------------|
| I. | Welcome and Introductions | 9:30-9:35 |
| II. | Review Minutes from February 9 th Meeting | 9:35-9:40 |
| III. | Review Agenda and Meeting Materials | 9:40-9:45 |
| IV. | Review Action Plans | 9:45-10:30 |
| V. | Budget Discussion | 10:30-11:25 |
| VI. | Next Meeting | 11:25-11:30 |

**COUNTY OF LOS ANGELES – DEPARTMENT OF MENTAL HEALTH
PROGRAM SUPPORT BUREAU**

**MENTAL HEALTH SERVICES ACT (MHSA)
WORKFORCE EDUCATION AND TRAINING (WET) ADVISORY COMMITTEE**

**February 20, 2009
Meeting Minutes**

Present:

Stella March
Angelita Diaz-Akahori
Dennis Murata
Karen Gunn
Carmen Diaz
Karl Burgoyne

Bruce Saltzer
Melinda Bradshaw
John Oliver
Richard Van Horn
Susan Moser
Karen Morris

Hector Garcia
Juan Mata
Mariko Kahn
Cora Fullmore
Jonee Shady
Elaine Powell

TASK / ISSUE	DISCUSSION	FOLLOW UP / STATUS	CONTACT
I. Welcome/Introductions	Committee members were welcomed and introduced themselves.		Karen Gunn
II. Review Minutes from February 9th Meeting	A draft of the minutes from the February 9 th meeting were distributed and discussed prior to their acceptance.	<p>The following three corrections in the minutes are to be made as agreed by the committee:</p> <ol style="list-style-type: none"> 1. Page 1, on the list of those present, corrected "Deborah Hill" to "Deborah Tull" 2. Page 1, Section III, replaced "Answer was "No". The regional..." with "Answer is "Don't Know." Will look into it." 3. Page 3, Section V, Action Plan #14, replaced "Should this action plan be modified? With the current..." with "Should this action plan be modified? No consensus reached, further discussion will be needed." <p>Minutes approved after revisions are made.</p>	Juan Mata
III. Review Agenda and Meeting Materials	The following documents were distributed: Agenda, Draft Minutes from February 9 th Meeting, WET Design Principles, Draft Proposed Budget Allocation Worksheet, Draft Blank Budget Allocation Worksheet, Draft Expenditure Projections for WET Action Plans and blank index cards (for specific questions that time constraints do not allow to be asked).		Karen Gunn
IV. Review Action Plans	Dennis and Angelita presented a brief overview of all action plans that encompass the WET Plan. Budget discussion was followed after each action plan item.		Dennis Murata Angelita Diaz-Akahori

**COUNTY OF LOS ANGELES – DEPARTMENT OF MENTAL HEALTH
WORKFORCE EDUCATION AND TRAINING (WET) ADVISORY COMMITTEE
February 20, 2009 - Meeting Minutes**

TASK / ISSUE	DISCUSSION	FOLLOW UP / STATUS	CONTACT
V. Budget Discussion	<p>After a brief description of each action plan, the group decided to recommend proposed budget with noted revisions:</p> <p>Action Plan:</p> <p># 5 – Group stated this amount is “way under-funded”</p> <p># 6 – More discussion is needed since interpreters can not bill for their services.</p> <p># 7 – Need to be clear that this service can be family to family. Allocated amount too small.</p> <p># 9 – Need additional discussion. LA public mental health system can not absorb all proposed trained peers. Concerns were raised that this plan does not improve the chances of a Parent Advocate getting hired with the County. Mariko raised the question on an index card: “What about consumers who want to work but not as an advocate but prefer administrative duties?”</p> <p># 11 – Stella inquired whether this allocation also included the NAMI folks.</p> <p># 12 – Discussion was held as to who the “benefactors” of this plan would be? The clients prior or during employment? Bruce commented that it was a positive sign to allocate this amount of money to assist clients. Carmen expressed her concerns that this plan needs to be looked at more closely to avoid the Mental Health Careers Advisors from becoming a “union” for clients.</p> <p># 13 – Richard expressed that the change currently taking place in the educational system such as larger classrooms and less funding makes this plan a challenge to implement. Bruce agreed that the allocated funds were too little.</p>	<p>Annual amount was increased from \$52,000 to \$100,000</p> <p>Annual amount was increased from \$70,000 to \$100,000</p> <p>Annual amount was increased from \$100,000 to \$225,000, and extended until FY 12-13. Stella to resend cost figures for the Family to Family program.</p> <p>Amount unchanged and further discussion needed.</p> <p>Further discussion will be held.</p> <p>Further discussion will be held.</p>	<p>Dennis Murata Angelita Diaz-Akahori</p>

**COUNTY OF LOS ANGELES – DEPARTMENT OF MENTAL HEALTH
WORKFORCE EDUCATION AND TRAINING (WET) ADVISORY COMMITTEE
February 20, 2009 - Meeting Minutes**

TASK / ISSUE	DISCUSSION	FOLLOW UP / STATUS	CONTACT
	<p># 14 – Mariko submitted a written statement (index card): “There has to be consideration for marketing foreign schools and markets for bilingual clinicians.”</p> <p># 16 – Committee agreed the allocated funds were too much. Allocation will be reduced by roughly \$1 million.</p> <p># 17 – Karl asked if the word “Kern County” can be removed from this plan.</p> <p># 18 – Amounts will remain and reviewed later.</p> <p># 19 – Question: If a tuition reimbursement recipient, employed by the contractor, leaves work early to attend school, how will the recipient’s time be compensated for?</p> <p># 20 – Members mentioned that the number of proposed slots will not cover the contractors’ needs.</p> <p># 21 – The group stated that stipends need to be opened up to other classifications. Currently the stipend programs assist MFTs and MSWs. Additional stipends are needed for Psychiatric Nurse Practitioners, and Psychologists. Other funding streams should be considered. Ethnic and language factors must be considered.</p> <p># 22 – Recipients of this action plan need to be prioritized to ensure maximum benefits. “Double dipping” will not be allowed, if the applicant is or has already received assistance from other loan repayment State programs. Additional funding streams should be considered to fund this plan.</p> <p>The Committee approved the proposed recommended allocations for FY 2009-2010 thru FY 2012-2013, which will draw down the available L.A. County WET funding. However, additional discussion is needed to address implementation, maximize outcomes and ensure cultural competence be a part of all action plans.</p>	<p>Further discussion will be held.</p> <p>Annual amount was decreased from \$1,664,000,000 to \$542,065.</p> <p>Further review will be done on plan specifics. Annual allocation increased from \$812,650 to \$1,058,445.</p> <p>Increased funding from \$987,883 to \$1,481,824.</p> <p>The annual amounts, \$2,518,000, will remain unchanged, and be “redistributed” to include other classifications.</p> <p>Annual amount was increased from \$1,117,000 to \$1,228,700.</p>	

**COUNTY OF LOS ANGELES – DEPARTMENT OF MENTAL HEALTH
WORKFORCE EDUCATION AND TRAINING (WET) ADVISORY COMMITTEE
February 20, 2009 - Meeting Minutes**

TASK / ISSUE	DISCUSSION	FOLLOW UP / STATUS	CONTACT
VI. Next Meeting	March 20 th , 2009 9:30am – 11:30 am 550 S. Vermont Avenue, 10 th Floor Conference Room Los Angeles, CA 90020		Juan Mata

**COUNTY OF LOS ANGELES – DEPARTMENT OF MENTAL HEALTH
PROGRAM SUPPORT BUREAU**

**MENTAL HEALTH SERVICES ACT
WORKFORCE EDUCATION AND TRAINING (WET)
ADVISORY COMMITTEE**

Design Principles

1. Provide training to workforce providing Mental Health services.
2. Provide training to participants in public Mental Health system (consumers, family members, et al).
3. Provide training consistent with MHSA fundamental concepts.
4. Develop expertise in delivering services, training and working in diverse communities.
5. Develop positive outcomes and lasting impact from previous trainings.
6. Create individual professional development plans to ensure that training **transform** work habits and effectiveness rather than merely **inform** participants.
7. Develop awareness of constraints to learning experienced by certain groups and address there needs in program development
8. Contribute to community capacity building via training and development.
9. Provide extended access to learning tools and programs (CBT¹, IBT¹, DVDs, etc.)
10. Develop reasonable cost/benefit and cost/participant structure.

¹Computer-based training; Internet-based training

COUNTY OF LOS ANGELES - DEPARTMENT OF MENTAL HEALTH

PROGRAM SUPPORT BUREAU

MENTAL HEALTH SERVICES ACT (MHSA)

WORKFORCE EDUCATION AND TRAINING (WET) ADVISORY COMMITTEE - RECOMMENDED ALLOCATION WORKSHEET

MENTAL HEALTH SERVICES ACT (MHSA) WET PLANS		FY 07-08	FY 08-09	FY 09-10	FY 10-11	FY 11-12	FY 12-13	FY 13-14	FY 14-15	TOTAL
A. WORKFORCE STAFFING AND SUPPORT										
1	Workforce Education and Training Coordination	\$ 2,450,147	\$ 559,969	\$ 763,831	\$ 763,831	\$ 763,831	\$ 763,831			\$ 6,065,439
2	WET County of Los Angeles Oversight Committee									-
	Subtotal	\$ 2,450,147	\$ 559,969	\$ 763,831	\$ 763,831	\$ 763,831	\$ 763,831	\$ -	\$ -	\$ 6,065,439
	Percentage of Annual Allocation									
B. TRAINING AND TECHNICAL ASSISTANCE										
3	Transformation Academy Without Walls									
	a. Public Mental Health Workforce Immersion to MHSA		\$ 225,000	\$ 225,000	\$ 225,000	\$ 225,000	\$ 225,000			\$ 1,125,000
	b. Licensure Workshops			92,025	92,025	92,025	92,025			368,100
4	Learning Management System - The Learning Net			150,000	25,000	25,000	25,000			225,000
5	Recovery Oriented Supervision Trainings			52,000	52,000	52,000	52,000			208,000
6	Interpreter Training Program		70,000	70,000	70,000	70,000				280,000
7	Training for Community Partners		100,000	100,000						200,000
	Subtotal		\$ 395,000	\$ 689,025	\$ 464,025	\$ 464,025	\$ 394,025	\$ -	\$ -	\$ 2,406,100
	Percentage of Annual Allocation		8.8%	5.1%	3.8%	3.9%	3.3%			4.4%
C. CAREER PATHWAYS										
8	Intensive Mental Health Recovery Specialist Training Program		\$ 1,086,750	\$ 1,086,750	\$ 1,086,750	\$ 1,086,750	\$ 1,086,750			\$ 5,433,750
9	Expanded Employment and Professional Advancement Opportunities for Consumers in the Public Mental Health System (Peer Training)		180,000	841,607	841,607	841,607	841,607			3,546,428
10	Expanded Employment and Professional Advancement Opportunities for Parent Advocates, Child Advocates and Caregivers in the Public Mental Health System			1,523,520	566,820	566,820	566,820			3,223,980
11	Expanded Employment and Professional Advancement Opportunities for Family Members Advocates in the Public Mental Health System			567,047	567,047	567,047	567,047			2,268,188
12	Mental Health Career Advisors			1,150,813	1,150,813	1,150,813	1,150,813			4,603,252
13	High School Through University Mental Health Pathways			175,000	150,000	150,000	150,000			625,000
14	Market Research and Advertising Strategies for Recruitment and Professionals in the Public Mental Health System		200,000	200,000						400,000
15	Partnership with Educational Institutions to Increase the Number of Professionals in the Public Mental Health System (Immersion of Faculty-MFT, MSW, etc)		100,000	100,000	100,000	100,000	100,000			500,000
	Subtotal		\$ 1,566,750	\$ 5,644,737	\$ 4,463,037	\$ 4,463,037	\$ 4,463,037	\$ -	\$ -	\$ 20,600,598
	Percentage of Annual Allocation		35.0%	41.6%	36.8%	37.1%	37.3%			38.0%
D. RESIDENCY AND INTERNSHIP PROGRAMS										
16	Recovery Oriented Internship Development			\$ 1,664,000	\$ 1,664,000	\$ 1,664,000	\$ 1,664,000			\$ 6,656,000
17	Psychiatric Residency Program			31,331						31,331
18	Training Pursuant to the Mental Health Services Act for Student Psychologists, MSWs, MFTs, Psychiatric Nurse Practitioners, and Psychiatric Technicians Certificate Program			\$ 100,000	\$ 100,000					200,000
	Subtotal		\$ -	\$ 1,795,331	\$ 1,764,000	\$ 1,664,000	\$ 1,664,000	\$ -	\$ -	\$ 6,887,331
	Percentage of Annual Allocation		0.0%	13.2%	14.5%	13.8%	13.9%			12.7%
E. FINANCIAL INCENTIVE										
19	Tuition Reimbursement Program			\$ 812,650	\$ 812,650	\$ 812,650	\$ 812,650			\$ 3,250,600
20	Associate and Bachelor Degree - 20/20 and/or 10/30 Program			987,883	987,883	987,883	987,883			3,951,532
21	Stipend Program for Psychologist, MSWs, MFTs, Psychiatric Nurse Practitioners and Psychiatric Technicians		\$ 2,518,000	2,518,000	2,518,000	2,518,000	2,518,000			12,590,000
22	Loan Forgiveness Programs			1,117,000	1,117,000	1,117,000	1,117,000			4,468,000
	Subtotal		\$ 2,518,000	\$ 5,435,533	\$ 5,435,533	\$ 5,435,533	\$ 5,435,533	\$ -	\$ -	\$ 24,260,132
	Percentage of Annual Allocation		56.2%	40.1%	44.8%	45.2%	45.5%			44.8%
Program Sub-Total			\$ 4,479,750	\$ 13,564,626	\$ 12,126,595	\$ 12,026,595	\$ 11,956,595	\$ -	\$ -	\$ 54,154,161
Administrative Overhead		2,450,147	559,969	763,831	763,831	763,831	763,831	-	-	6,065,439
Grand Total		\$ 2,450,147	\$ 5,039,719	\$ 14,328,457	\$ 12,890,426	\$ 12,790,426	\$ 12,720,426	\$ -	\$ -	\$ 60,219,600

Cells highlighted in yellow reflect proposed allocations.

COUNTY OF LOS ANGELES - DEPARTMENT OF MENTAL HEALTH

PROGRAM SUPPORT BUREAU

MENTAL HEALTH SERVICES ACT (MHSA)

WORKFORCE EDUCATION AND TRAINING (WET) ADVISORY COMMITTEE - RECOMMENDED ALLOCATION WORKSHEET

MENTAL HEALTH SERVICES ACT (MHSA) WET PLANS		FY 07-08	FY 08-09	FY 09-10	FY 10-11	FY 11-12	FY 12-13	FY 13-14	FY 14-15	TOTAL
A. WORKFORCE STAFFING AND SUPPORT										
1	Workforce Education and Training Coordination	\$ 2,450,147	\$ 559,969							
2	WET County of Los Angeles Oversight Committee									
	Subtotal	\$ 2,450,147	\$ 559,969							
	Percentage of Annual Allocation									
B. TRAINING AND TECHNICAL ASSISTANCE										
3	Transformation Academy Without Walls									
	a. Public Mental Health Workforce Immersion to MHSA		\$ 225,000							
	b. Licensure Workshops									
4	Learning Management System - The Learning Net									
5	Recovery Oriented Supervision Trainings									
6	Interpreter Training Program		70,000							
7	Training for Community Partners		100,000							
	Subtotal		\$ 395,000							
	Percentage of Annual Allocation		8.8%							
C. CAREER PATHWAYS										
8	Intensive Mental Health Recovery Specialist Training Program		\$ 1,086,750							
9	Expanded Employment and Professional Advancement Opportunities for Consumers in the Public Mental Health System (Peer Training)		180,000							
10	Expanded Employment and Professional Advancement Opportunities for Parent Advocates, Child Advocates and Caregivers in the Public Mental Health System									
11	Expanded Employment and Professional Advancement Opportunities for Family Members Advocates in the Public Mental Health System									
12	Mental Health Career Advisors									
13	High School Through University Mental Health Pathways									
14	Market Research and Advertising Strategies for Recruitment and Professionals in the Public Mental Health System		200,000							
15	Partnership with Educational Institutions to Increase the Number of Professionals in the Public Mental Health System (Immersion of Faculty-MFT, MSW, etc)		100,000							
	Subtotal		\$ 1,566,750							
	Percentage of Annual Allocation		35.0%							
D. RESIDENCY AND INTERNSHIP PROGRAMS										
16	Recovery Oriented Internship Development									
17	Psychiatric Residency Program									
18	Training Pursuant to the Mental Health Services Act for Student Psychologists, MSWs, MFTs, Psychiatric Nurse Practitioners, and Psychiatric Technicians Certificate Program									
	Subtotal		\$ -							
	Percentage of Annual Allocation		0.0%							
E. FINANCIAL INCENTIVE										
19	Tuition Reimbursement Program									
20	Associate and Bachelor Degree - 20/20 and/or 10/30 Program									
21	Stipend Program for Psychologist, MSWs, MFTs, Psychiatric Nurse Practitioners and Psychiatric Technicians		\$ 2,518,000							
22	Loan Forgiveness Programs									
	Subtotal		\$ 2,518,000							
	Percentage of Annual Allocation		56.2%							
Program Sub-Total			\$ 4,479,750							
Administrative Overhead		2,450,147	559,969							
Grand Total		\$ 2,450,147	\$ 5,039,719							

**COUNTY OF LOS ANGELES - DEPARTMENT OF MENTAL HEALTH
PROGRAM SUPPORT BUREAU**

**MENTAL HEALTH SERVICES ACT (MHSA)
WORKFORCE EDUCATION AND TRAINING (WET) ADVISORY COMMITTEE**

EXPENDITURE PROJECTIONS FOR WET ACTION PLANS

FUNDING CATEGORY	A. WORKFORCE STAFFING AND SUPPORT		
ACTION PLAN	1. Workforce Education and Training Coordination		
OBJECTIVE(S)	1. To coordinate, monitor and evaluate the implementation of the WET Plan. 2. To ensure meaningful inclusion of consumers, family members, and parent advocates in the implementation process. 3. To continue to support stakeholder involvement at all levels of the implementation process. 4. To develop and evaluate a data collection plan that meets State guidelines. 5. To ensure the WET planning process meets DMH State requirements. 6. To consolidate stakeholder input into the implementation of the WET Plan. 7. To continue to promote MHSA principles and values and ensure they are incorporated during the implementation phase.		
PROJECTED COST		FTE	Total
	Plan Coordinator	1.0	\$ 159,356
	Administrative Support Staff	1.0	173,234
	Training Coordinators	1.0	227,379
			<u>\$ 559,969</u>
ACTION PLAN DURATION	Every year WET programs are operational.		

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WORKFORCE EDUCATION AND TRAINING (WET) ADVISORY COMMITTEE**

EXPENDITURE PROJECTIONS FOR WET ACTION PLANS

FUNDING CATEGORY	B. TRAINING AND TECHNICAL ASSISTANCE
ACTION PLAN	2. County of Los Angeles Oversight Committee
OBJECTIVE(S)	<ol style="list-style-type: none">1. To provide oversight and direction to the County of Los Angeles' WET Plan.2. To track the County's workforce implementation and outcomes goals.3. To ensure the County's compliance with WET protocols and review how the ethnic minority and linguistic staffing needs of the County are being met.4. To monitor trends and adjust accordingly to meet the needs of the system's workforce capacity.5. To monitor the County's WET budget.6. To advocate at the County, State and Federal levels on behalf of the County's workforce needs.7. To explore ways in which other funds could be leveraged with the goal of maximizing WET funds.
ESTIMATED COST	
ACTION PLAN DURATION	

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**MENTAL HEALTH SERVICES ACT (MHSA)
WORKFORCE EDUCATION AND TRAINING (WET) ADVISORY COMMITTEE**

EXPENDITURE PROJECTIONS FOR WET ACTION PLANS

FUNDING CATEGORY	B. TRAINING AND TECHNICAL ASSISTANCE																							
ACTION PLAN	3. Transformation Academy Without Walls (a. Public Mental Health Workforce Immersion to MHSA)																							
OBJECTIVE(S)	1. To establish a Transformation Academy Without Walls that will set standards and specific training curricula targeting the integration of services in a context of hope, recovery/resilience and wellness. 2. To provide programs recognized for recovery focus such as Immersions. 3. To introduce new and current staff to recognized leaders in the field of recovery/resilience and wellness, including consumers, family members and parent leaders through multi-media consultations and guided discussions of their methods and approaches. 4. To support the retention and re-training of existing staff. 5. To perform Recovery Assessments with follow up onsite coaching and training for staff at various agencies and programs, particularly with non-traditional staff that come from diverse cultures and provide unique contributions to the work place.																							
ESTIMATED COST	<table><tr><td>Administration</td><td>\$</td><td>40,500</td></tr><tr><td>Design of Program</td><td></td><td>54,250</td></tr><tr><td>Delivery of Training Services</td><td></td><td></td></tr><tr><td> Didactics</td><td></td><td>77,500</td></tr><tr><td> Experiential</td><td></td><td>43,750</td></tr><tr><td>Duplication of Materials</td><td></td><td>9,000</td></tr><tr><td>Total</td><td>\$</td><td>225,000</td></tr></table>			Administration	\$	40,500	Design of Program		54,250	Delivery of Training Services			Didactics		77,500	Experiential		43,750	Duplication of Materials		9,000	Total	\$	225,000
Administration	\$	40,500																						
Design of Program		54,250																						
Delivery of Training Services																								
Didactics		77,500																						
Experiential		43,750																						
Duplication of Materials		9,000																						
Total	\$	225,000																						
ACTION PLAN DURATION	4 - 3 Day Trainings																							
TOTAL PARTICIPANTS	121																							
COST PER PARTICIPANT	\$ 1,859.50																							
FOLLOW UP	6 and 12 months after completion of sessions to survey participants regarding their use of practices learned during the training.																							
OUTCOME EXPECTATION	75% of participants will use the trained practices on a daily basis.																							

**COUNTY OF LOS ANGELES - DEPARTMENT OF MENTAL HEALTH
PROGRAM SUPPORT BUREAU**

**MENTAL HEALTH SERVICES ACT (MHSA)
WORKFORCE EDUCATION AND TRAINING (WET) ADVISORY COMMITTEE**

EXPENDITURE PROJECTIONS FOR WET ACTION PLANS

FUNDING CATEGORY	B. TRAINING AND TECHNICAL ASSISTANCE																																																																																											
ACTION PLAN	3. Transformation Academy Without Walls (b. Licensure Workshops)																																																																																											
OBJECTIVE(S)	1. To establish a Transformation Academy Without Walls that will set standards and specific training curricula targeting the integration of services in a context of hope, recovery/resilience and wellness. 2. To provide programs recognized for recovery focus such as Immersions. 3. To introduce new and current staff to recognized leaders in the field of recovery/resilience and wellness, including consumers, family members and parent leaders through multi-media consultations and guided discussions of their methods and approaches. 4. To support the retention and re-training of existing staff. 5. To perform Recovery Assessments with follow up onsite coaching and training for staff at various agencies and programs, particularly with non-traditional staff that come from diverse cultures and provide unique contributions to the work place.																																																																																											
PLAN	Hire 3 consultants, a specialist per licensure type, to provide counseling in preparation for board licensure exam.																																																																																											
ESTIMATED COST	<table><tr><td></td><td></td><td>MSWs</td><td>MFTs</td><td>Psy.D.s</td><td>Total</td></tr><tr><td>Administration</td><td>\$</td><td>2,725</td><td>\$</td><td>4,825</td><td>\$</td><td>1,675</td><td>\$</td><td>9,225</td></tr><tr><td>Design of Program</td><td>\$</td><td>5,000</td><td>\$</td><td>5,000</td><td>\$</td><td>5,000</td><td>\$</td><td>15,000</td></tr><tr><td>Delivery of Training Services</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>No. of 4 Hour Sessions</td><td></td><td>16</td><td></td><td>32</td><td></td><td>8</td><td></td><td>56</td></tr><tr><td>Cost Per Session</td><td>\$</td><td>1,000</td><td>\$</td><td>1,000</td><td>\$</td><td>1,000</td><td></td><td></td></tr><tr><td>Subtotal</td><td>\$</td><td>16,000</td><td>\$</td><td>32,000</td><td>\$</td><td>8,000</td><td>\$</td><td>56,000</td></tr><tr><td>Follow-up</td><td>\$</td><td>3,000</td><td>\$</td><td>3,000</td><td>\$</td><td>3,000</td><td>\$</td><td>9,000</td></tr><tr><td>Duplication of Materials</td><td>\$</td><td>800</td><td>\$</td><td>1,600</td><td>\$</td><td>400</td><td>\$</td><td>2,800</td></tr><tr><td>Total</td><td>\$</td><td>27,525</td><td>\$</td><td>46,425</td><td>\$</td><td>18,075</td><td>\$</td><td>92,025</td></tr></table>							MSWs	MFTs	Psy.D.s	Total	Administration	\$	2,725	\$	4,825	\$	1,675	\$	9,225	Design of Program	\$	5,000	\$	5,000	\$	5,000	\$	15,000	Delivery of Training Services									No. of 4 Hour Sessions		16		32		8		56	Cost Per Session	\$	1,000	\$	1,000	\$	1,000			Subtotal	\$	16,000	\$	32,000	\$	8,000	\$	56,000	Follow-up	\$	3,000	\$	3,000	\$	3,000	\$	9,000	Duplication of Materials	\$	800	\$	1,600	\$	400	\$	2,800	Total	\$	27,525	\$	46,425	\$	18,075	\$	92,025
		MSWs	MFTs	Psy.D.s	Total																																																																																							
Administration	\$	2,725	\$	4,825	\$	1,675	\$	9,225																																																																																				
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Delivery of Training Services																																																																																												
No. of 4 Hour Sessions		16		32		8		56																																																																																				
Cost Per Session	\$	1,000	\$	1,000	\$	1,000																																																																																						
Subtotal	\$	16,000	\$	32,000	\$	8,000	\$	56,000																																																																																				
Follow-up	\$	3,000	\$	3,000	\$	3,000	\$	9,000																																																																																				
Duplication of Materials	\$	800	\$	1,600	\$	400	\$	2,800																																																																																				
Total	\$	27,525	\$	46,425	\$	18,075	\$	92,025																																																																																				
ACTION PLAN DURATION	56 Sessions (8 for Psychologists, 16 for MSWs, and 32 for MFTs)																																																																																											
TOTAL PARTICIPANTS	840 (240 MSWs, 480 MFTs, and 120 Psy.D.s) - 15 participants per session																																																																																											
COST PER PARTICIPANT	\$ 109.55																																																																																											
FOLLOW UP	Perform survey 1 month, 6 months and 1 year post-workshop to gauge the rate of participants who have earned their license																																																																																											
EXPECTED OUTCOMES	70% of participants will earn their license within one year																																																																																											

**COUNTY OF LOS ANGELES - DEPARTMENT OF MENTAL HEALTH
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**MENTAL HEALTH SERVICES ACT (MHSA)
WORKFORCE EDUCATION AND TRAINING (WET) ADVISORY COMMITTEE**

EXPENDITURE PROJECTIONS FOR WET ACTION PLANS

FUNDING CATEGORY	B. TRAINING AND TECHNICAL ASSISTANCE		
ACTION PLAN	4. Learning Management System - The Learning Net		
OBJECTIVE(S)	1. To provide a comprehensive web-based tracking system of training of the mental health workforce.		
	2. To monitor employee training and compliance.		
PLAN	3. To access employee training records for various authorized levels.		
	4. To implement a web-based system that will interface with other local, State and national training networks.		
ESTIMATED COST	All agencies involved in the public mental health system in Los Angeles County will have access to the LMS.		
	Development and Implementation (One Time)	\$	250,000
	Ongoing Maintenance	\$	50,000
ACTION PLAN DURATION			
TOTAL PARTICIPANTS			
COST PER PARTICIPANT			
FOLLOW UP			
OUTCOME EXPECTATION	All agencies involved in the public mental health system in Los Angeles County will have access to the LMS.		

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EXPENDITURE PROJECTIONS FOR WET ACTION PLANS

FUNDING CATEGORY	B. TRAINING AND TECHNICAL ASSISTANCE																						
ACTION PLAN	5. Recovery-Oriented Supervision Trainings																						
OBJECTIVE(S)	1. To promote the core values of the MHSA philosophies and the shift of embracing the recovery, resilience and wellness philosophies through supervision and to incorporate cultural competency in the process. 2. To support and assist in the integration of consumers, family members and parent advocates in the mental health workforce. 3. To increase skills for effective supervision of staff-including individuals in recovery and/or family members who perform jobs other than advocate in order to effectively support them in delivering services congruent with the principles of the MHSA Recovery Model to multicultural mental health clients and families. 4. To create a network of recovery oriented supervisors.																						
PLAN	Hire a consultant to perform Service Area based trainings in recovery-oriented supervision. 2 trainings per Service Area.																						
ESTIMATED COST	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">Delivery of Trainings</td><td style="width: 10%; text-align: right;">\$</td><td style="width: 10%; text-align: right;">32,000</td><td style="width: 30%;"></td></tr> <tr> <td>(2 trainings per Service Area @ \$2,000 each)</td><td></td><td></td><td></td></tr> <tr> <td>Consultation Follow-up</td><td style="text-align: right;">16,000</td><td></td><td>(16 hours consultationx \$125 per hour X 8 Service Areas)</td></tr> <tr> <td>Training Materials</td><td style="text-align: right;">4,000</td><td></td><td></td></tr> <tr> <td></td><td style="border-top: 1px solid black; text-align: right;">\$</td><td style="border-top: 1px solid black; text-align: right;">52,000</td><td></td></tr> </table>			Delivery of Trainings	\$	32,000		(2 trainings per Service Area @ \$2,000 each)				Consultation Follow-up	16,000		(16 hours consultationx \$125 per hour X 8 Service Areas)	Training Materials	4,000				\$	52,000	
Delivery of Trainings	\$	32,000																					
(2 trainings per Service Area @ \$2,000 each)																							
Consultation Follow-up	16,000		(16 hours consultationx \$125 per hour X 8 Service Areas)																				
Training Materials	4,000																						
	\$	52,000																					
ACTION PLAN DURATION	2 day training for 6 hours each																						
TOTAL PARTICIPANTS	320																						
COST PER PARTICIPANT	\$ 162.50																						
FOLLOW UP																							
EXPECTED OUTCOMES																							

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EXPENDITURE PROJECTIONS FOR WET ACTION PLANS

FUNDING CATEGORY	B. TRAINING AND TECHNICAL ASSISTANCE
ACTION PLAN	6. Interpreter Training Program
OBJECTIVE(S)	<ol style="list-style-type: none"> 1. To define interpreter role within the therapeutic relationship including dual relationships (e.g., when the interpreter may also be a staff member providing support or case management services). 2. To develop techniques for managing the therapeutic triad among interpreter, client and professional staff. 3. To identify cultural differences including the variant beliefs concerning mental illness in various cultures, especially in areas related to treatment and family participation. 4. To teach ways of interpreting objectively, especially when dealing with taboo subjects (e.g. incest, child abuse or when topics are uncomfortable to the interpreter). 5. To discuss the importance of briefing and de-briefing with the interpreter. 6. To determine legal and ethical implications of problematic communication. 7. To facilitate communication of ideas, concerns, and rationales beyond the translation of words (e.g., body language).
PLAN	<ul style="list-style-type: none"> • Phase I - 4 trainings, each 3 to 5 days, with 50 participants each training • Phase II - 4 to 6 trainings with monolingual mental health providers • Phase III - Technical assistance and follow up consultation with participants as needed
ESTIMATED COST	\$ 70,000
ACTION PLAN DURATION	
TOTAL PARTICIPANTS	200
COST PER PARTICIPANT	\$ 350.00
FOLLOW UP	Technical assistance and follow up consultation with participants as needed.
EXPECTED OUTCOMES	90% of participants will have the skills necessary to effectively translate between clinicians and mono-lingual clients.

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EXPENDITURE PROJECTIONS FOR WET ACTION PLANS

FUNDING CATEGORY	B. TRAINING AND TECHNICAL ASSISTANCE														
ACTION PLAN	7. Training for Community Partners														
OBJECTIVE(S)	1. To introduce principles of hope, recovery/resilience and wellness through examples from presenters' experiences and teach staff from community partner agencies to explore the application of these principles in their own work. 2. To train community partners to recognize the signs of mental illness and how to access care for the individual in a culturally appropriate manner. 3. To train people who work in community partner agencies about new developments in the public mental health system, including consumer support programs and Wellness/Client-Run Centers and how individuals could be linked to such services. 4. To increase the knowledge of how staff at these agencies can utilize public mental health services, specifically in communities where these innovative services are now becoming available through MHSA. 5. To identify issues of concern to community partners and develop training specific to these concerns through systematic outreach.														
PLAN	Funds are to be allocated for the development and implementation of the training. Such training would incorporate relevant cultural and linguistic issues specific to local communities and 8 service areas for the staff, consumers, family members, and parent advocates who would provide outreach services to community agencies and other County Departments.														
ESTIMATED COST	<table><tr><td>Design of Training</td><td>\$</td><td>15,000</td></tr><tr><td>Delivery of Training</td><td></td><td>80,000</td></tr><tr><td>Duplication of Materials</td><td></td><td>5,000</td></tr><tr><td>Total</td><td>\$</td><td>100,000</td></tr></table>			Design of Training	\$	15,000	Delivery of Training		80,000	Duplication of Materials		5,000	Total	\$	100,000
Design of Training	\$	15,000													
Delivery of Training		80,000													
Duplication of Materials		5,000													
Total	\$	100,000													
ACTION PLAN DURATION	Up to 10 trainings with 40 participants each														
TOTAL PARTICIPANTS	400														
COST PER PARTICIPANT	\$ 250.00														
FOLLOW UP															
EXPECTED OUTCOMES															

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EXPENDITURE PROJECTIONS FOR WET ACTION PLANS

FUNDING CATEGORY	C. CAREER PATHWAYS																					
ACTION PLAN	8. Intensive Mental Health Recovery Specialist Training Program																					
OBJECTIVE(S)	1. To increase training programs for individuals with Bachelor degrees to support their efforts to enter into the mental health field. 2. To recruit and attract ethnically and linguistically diverse individuals to be trained in MHSA philosophies and practices. 3. To train through a combination of classroom lectures, activities and field placements, individuals to be able to fill the demand for entry level staff in the public mental health system in Los Angeles County. 4. To match trainees with ideal field placements and support them in their placements to increase the likelihood of acquiring jobs in the public mental health system.																					
PLAN	People with an interest in working in the mental health field and belonging to one of the following categories: clients; family members; parent advocates; people with/without human services B.A.s; and people involved in the CSS planning), can participate in the Mental Health Rehabilitation Specialist Trainings to prepare them for possible placement in the mental health field.																					
ESTIMATED COST	<table><tr><td>Administration</td><td>\$</td><td>157,296</td></tr><tr><td>Design of Program</td><td></td><td>123,711</td></tr><tr><td>Delivery of Training Services</td><td></td><td></td></tr><tr><td> Didactics</td><td></td><td>368,357</td></tr><tr><td> Experiential</td><td></td><td>419,584</td></tr><tr><td>Duplication of Materials</td><td></td><td>17,802</td></tr><tr><td>Total</td><td>\$</td><td>1,086,750</td></tr></table>	Administration	\$	157,296	Design of Program		123,711	Delivery of Training Services			Didactics		368,357	Experiential		419,584	Duplication of Materials		17,802	Total	\$	1,086,750
Administration	\$	157,296																				
Design of Program		123,711																				
Delivery of Training Services																						
Didactics		368,357																				
Experiential		419,584																				
Duplication of Materials		17,802																				
Total	\$	1,086,750																				
ACTION PLAN DURATION	3 - 15 week training sessions.																					
TOTAL PARTICIPANTS	220																					
COST PER PARTICIPANT	\$ 4,939.77																					
FOLLOW UP	Perform survey 1 year post-trainings to gauge the rate of participants who have gained employment in the mental health system.																					
EXPECTED OUTCOMES	90% will complete the training. 75% will be employed in the mental health field.																					

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EXPENDITURE PROJECTIONS FOR WET ACTION PLANS

FUNDING CATEGORY	C. CAREER PATHWAYS																					
ACTION PLAN	9. Expand Employment and Professional Advancement Opportunities for Consumers in the Public Mental Health System																					
OBJECTIVE(S)	1. To identify models that train consumers in the delivery of mental health services, with particular emphasis on increasing employment of consumers from underserved communities representing the 13 threshold languages. 2. To provide training in the specific models which assist in the delivery of direct and indirect mental health services in the public mental health field. 3. To monitor consumers who successfully complete the identified training programs and acquired employment in the public mental health field. 4. To create a career pathway for consumers in the public mental health system and address issues which may negatively impact consumers' movement along this career pathway. 5. To educate contract agencies and County operated programs as to the benefits of hiring and advancing consumers. 6. To ensure appropriate County HR classifications for consumer hiring and work to significantly speed up the hiring process.																					
PLAN	Trainings to teach participants: Recovery Philosophy and Process; Peer Supporter Role; Advocacy (Self and Client) Role; Community Resources and others.																					
ESTIMATED COST	<table><tr><td></td><td>FTE</td><td>Total</td></tr><tr><td>Training Coordinator, MH</td><td>1.0</td><td>\$ 125,325</td></tr><tr><td>MH Services Coordinator II</td><td>1.0</td><td>114,122</td></tr><tr><td>Training for 60 Peers *</td><td></td><td>480,000</td></tr><tr><td>Trainee Support</td><td></td><td>122,160</td></tr><tr><td>Total</td><td></td><td><u>\$ 841,607</u></td></tr></table> <p>* \$8,000 per each participant. 2 trainings with 30 participants each.</p>					FTE	Total	Training Coordinator, MH	1.0	\$ 125,325	MH Services Coordinator II	1.0	114,122	Training for 60 Peers *		480,000	Trainee Support		122,160	Total		<u>\$ 841,607</u>
	FTE	Total																				
Training Coordinator, MH	1.0	\$ 125,325																				
MH Services Coordinator II	1.0	114,122																				
Training for 60 Peers *		480,000																				
Trainee Support		122,160																				
Total		<u>\$ 841,607</u>																				
ACTION PLAN DURATION	2 - 12 week training sessions with 30 participants each (192 total hours: 96 hours of didactics and 96 hours of internship)																					
TOTAL PARTICIPANTS	60																					
COST PER PARTICIPANT	\$ 14,027																					
FOLLOW UP																						
EXPECTED OUTCOMES																						

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WORKFORCE EDUCATION AND TRAINING (WET) ADVISORY COMMITTEE**

EXPENDITURE PROJECTIONS FOR WET ACTION PLANS

FUNDING CATEGORY	C. CAREER PATHWAYS																																														
ACTION PLAN	10. Expanded Employment and Professional Advancement Opportunities for Parent Advocates, Child Advocated and Caregivers in the Public Mental Health System																																														
OBJECTIVE(S)	1. To identify models that train parent advocates, child advocates and caregivers in the delivery of mental health services and support the MHSA principles of resilience and wellness. 2. To provide training in the delivery of services in the public mental health field. 3. To monitor parent advocates, child advocates and caregivers who successfully complete the identified training programs and apply for acquired employment in the public mental health field. 4. To assist in accessing entry for parent advocates, child advocates and caregivers in the public mental health system with particular emphasis on increasing the number of parent advocates, child advocates and caregivers from underserved ethnic communities representing the 13 threshold languages.																																														
PLAN																																															
ESTIMATED COST	<table><tr><td></td><td></td><td>Step I (One-Time)</td><td>Step II (One-Time)</td><td>Step III (On-going)</td><td>Total</td></tr><tr><td>Number of Participants</td><td></td><td>90</td><td></td><td>144</td><td></td></tr><tr><td>Delivery of Training</td><td>\$</td><td>225,000</td><td>\$</td><td>589,500</td><td>\$</td><td>1,381,320</td></tr><tr><td>Travel/Lodging</td><td></td><td>28,800</td><td></td><td></td><td>\$</td><td>28,800</td></tr><tr><td>Materials</td><td></td><td></td><td></td><td>113,400</td><td>\$</td><td>113,400</td></tr><tr><td>Grand Total</td><td>\$</td><td>253,800</td><td>\$</td><td>702,900</td><td>\$</td><td>566,820</td><td>\$1,523,520</td></tr></table>								Step I (One-Time)	Step II (One-Time)	Step III (On-going)	Total	Number of Participants		90		144		Delivery of Training	\$	225,000	\$	589,500	\$	1,381,320	Travel/Lodging		28,800			\$	28,800	Materials				113,400	\$	113,400	Grand Total	\$	253,800	\$	702,900	\$	566,820	\$1,523,520
		Step I (One-Time)	Step II (One-Time)	Step III (On-going)	Total																																										
Number of Participants		90		144																																											
Delivery of Training	\$	225,000	\$	589,500	\$	1,381,320																																									
Travel/Lodging		28,800			\$	28,800																																									
Materials				113,400	\$	113,400																																									
Grand Total	\$	253,800	\$	702,900	\$	566,820	\$1,523,520																																								
ACTION PLAN DURATION																																															
TOTAL PARTICIPANTS	144																																														
COST PER PARTICIPANT	\$ 10,580 -First Year Cost \$ 3,936.25 -On-going Cost																																														
FOLLOW UP																																															
EXPECTED OUTCOMES																																															

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FUNDING CATEGORY	C. CAREER PATHWAYS		
ACTION PLAN	11. Expand Employment and Professional Advancement Opportunities for Family Member Advocates in the Public Mental Health System		
OBJECTIVE(S)	1. To identify models that train family member advocates in the delivery of mental health services. 2. To provide training in the delivery of services in the public mental health field. 3. To monitor family member advocates who successfully complete the identified training programs and apply for employment in the public mental health field. 4. To assist family member advocates to access employment in the public mental health system with particular emphasis on increasing advocates to serve currently unserved and underserved communities representing the 13 threshold languages.		
PLAN	Trainings to teach participants: Family Advocate Training; Recovery Philosophy and Process; Family Advocate Role; Advocacy (Family) Role; Community Resources and others.		
ESTIMATED COST		FTE	Total
	Training Coordinator, MH	1.0	\$ 125,325
	MH Services Coordinator II	1.0	114,122
	Training for 60 Peers *		240,000
	Trainee Support		87,600
			<u>\$ 567,047</u>
	* \$4,000 per each participant. 2 trainings with 30 participants each.		
ACTION PLAN DURATION	2 training sessions each for 120 hours, with 30 participants each (80 hours of didactics and 40 hours of internship)		
TOTAL PARTICIPANTS	60		
COST PER PARTICIPANT	\$ 9,451		
FOLLOW UP			
EXPECTED OUTCOMES			

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FUNDING CATEGORY	C. CAREER PATHWAYS		
ACTION PLAN	12. Mental Health Career Advisors		
OBJECTIVE(S)	1. To increase the rate of retention of existing mental health staff through skill development in current positions and advancement into higher level positions. 2. To assist participants in accessing MHSA funded workforce development programs/efforts. 3. To extend the reach of MHSA funded workforce education and training efforts by assisting participants in accessing non-MHSA funded scholarships, stipends, and other means of financial assistance.		
PLAN	Hire staff to assist in employment search and development of consumer employment opportunities.		
ESTIMATED COST		FTE	TOTAL
	Mental Health Analyst I	4.0	\$ 469,608
	Training Coordinator, MH	1.0	125,325
	Community Worker II	8.0	555,880
		Total	<u>\$1,150,813</u>
ACTION PLAN DURATION			
TOTAL PARTICIPANTS			
COST PER PARTICIPANT			
FOLLOW UP			
EXPECTED OUTCOMES			

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FUNDING CATEGORY	C. CAREER PATHWAYS						
ACTION PLAN	13. High School through University Mental Health Pathways						
OBJECTIVE(S)	<p>1. To establish partnerships with interested school districts, community colleges, and universities in the County of Los Angeles to establish an academic pathway for individuals to ultimately become employed within the mental health system.</p> <p>2. To align curriculum that reflects helping skills and essential concepts related to mental health services with core academic curriculum.</p> <p>3. To identify and support a minimum of 1 mentor per academic institution to assist students with applying for financial aid and transitioning into higher education in mental health programs and to provide on-going guidance to keep students focused on a career pathway in the mental health field.</p> <p>4. To identify and support a minimum of 1 field placement specialist/ job developer per academic institution to increase the effectiveness of the field placement experience and increase the number of graduates who become employed in the mental health system.</p> <p>5. To increase graduation rates for students enrolled in the pipeline programs.</p> <p>6. To create replicable curriculum and consult with potential and existing academic programs to improve the overall system.</p>						
PLAN	Begin interested student on an educational pathway to become a part of the public mental health system.						
ESTIMATED COST	<table style="margin-left: auto; margin-right: auto;"> <tr> <td>Startup Cost (One Time)</td><td style="text-align: right;">\$ 25,000</td></tr> <tr> <td>Support to 2 High Schools</td><td style="text-align: right;">150,000</td></tr> <tr> <td style="text-align: right;">Total</td><td style="text-align: right;">\$ 175,000</td></tr> </table>	Startup Cost (One Time)	\$ 25,000	Support to 2 High Schools	150,000	Total	\$ 175,000
Startup Cost (One Time)	\$ 25,000						
Support to 2 High Schools	150,000						
Total	\$ 175,000						
ACTION PLAN DURATION							
TOTAL PARTICIPANTS	200						
COST PER PARTICIPANT	\$ 875.00						
FOLLOW UP	Perform survey 6 months and 1 year post-trainings to gauge the rate of graduation from Academic Program.						
EXPECTED OUTCOMES							

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FUNDING CATEGORY	C. CAREER PATHWAYS
ACTION PLAN	14. Markey Research and Advertising Strategy for Recruitment of Professionals in the Public Mental Health System
OBJECTIVE(S)	<p>1. To collaborate with an academic institution, research institute or think tank to conduct market research and then formulate advertising strategies based on that research to attract more mental health professionals.</p> <p>2. To implement advertising strategies countywide with the outcome of increasing the public mental health workforce.</p> <p>3. To identify strategies to target bilingual staff and staff serving ethnic minority communities.</p>
PLAN	Fund a search to determine strategic ways of attracting new professionals from ethnic minority communities into the mental health field. Additionally, funds would be used to implement the recommended strategies which could include advertisements, job fairs, and other forms of media outreach (i.e., language specific newspapers, internet, etc). All-inclusive cost includes search and development strategies as well as implementation of advertisement strategies.
ESTIMATED COST	<div style="text-align: right;"> Markey Research and Development Implementation of Advertisement Total <u>\$ 200,000</u> </div>
ACTION PLAN DURATION	
TOTAL PARTICIPANTS	
COST PER PARTICIPANT	
FOLLOW UP	
EXPECTED OUTCOMES	

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EXPENDITURE PROJECTIONS FOR WET ACTION PLANS

FUNDING CATEGORY	C. CAREER PATHWAYS																							
ACTION PLAN	15. Partnership with Educational Institutions to Increase the Number of Mental Health Professional in the Public Mental Health System																							
OBJECTIVE(S)	1. To establish partnerships with interested educational institutions to expand the current number of mental health professionals they produce. 2. To establish partnerships with new, potentially interested, educational institutions to expand the number of mental health professionals produced. 3. To target the following disciplines: Psychiatrists, Psychiatric Nurse Practitioners, MSWs, MFTs, LVNs, RNs, and OTs.																							
PLAN	Implement immersion trainings to university and community college level faculty and administrators. Such educational entities recruit, train and produce Los Angeles County’s public mental workforce. By increasing the understanding of recovery principles and practice, the acquired information can then be incorporated into respective professional course curricula. The expectation then is to graduate professionals who can effectively practice recovery oriented, evidenced based treatment. 4 – 2 day trainings with 30 participants in each training (faculty and administrators from education, gerontology, nursing, occupational therapy, psychiatry, psychology, rehabilitation or other counseling, social work, and other specializations fields).																							
ESTIMATED COST	<table><tr><td>Administration</td><td>\$</td><td>18,403</td></tr><tr><td>Design of Training Program</td><td></td><td>34,394</td></tr><tr><td>Delivery of Training Services</td><td></td><td></td></tr><tr><td>Didactic</td><td></td><td>37,303</td></tr><tr><td>Experiential</td><td></td><td>6,150</td></tr><tr><td>Duplication of Materials</td><td></td><td>3,750</td></tr><tr><td>Total</td><td>\$</td><td>100,000</td></tr></table>			Administration	\$	18,403	Design of Training Program		34,394	Delivery of Training Services			Didactic		37,303	Experiential		6,150	Duplication of Materials		3,750	Total	\$	100,000
Administration	\$	18,403																						
Design of Training Program		34,394																						
Delivery of Training Services																								
Didactic		37,303																						
Experiential		6,150																						
Duplication of Materials		3,750																						
Total	\$	100,000																						
ACTION PLAN DURATION	4 – 2 days trainings																							
TOTAL PARTICIPANTS	120																							
COST PER PARTICIPANT	\$ 833.33																							
FOLLOW UP	At 6 and 12 months after completion of the immersion, the Training Coordinator will contact all immersion participants to survey whether they have implemented in their own courses the recovery practices learned and philosophy learned in the training.																							
EXPECTED OUTCOMES																								

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EXPENDITURE PROJECTIONS FOR WET ACTION PLANS

FUNDING CATEGORY	D. RESIDENCY AND INTERNSHIP PROGRAMS
ACTION PLAN	16. Recovery Oriented Internship Development
OBJECTIVE(S)	1. To increase the connection between the recovery oriented lessons learned in the classroom and the recovery oriented skills learned in the field. 2. To increase the number of recovery centered placements for interns at the BA and Masters levels. 3. To increase the number of recovery oriented supervisors in existing and new internship/field placements. 4. To provide interns with a more cohesive experience based in recovery principles and practice.
PLAN	To train field placement advisors and supervisors in the field placements on recovery, resilience and wellness.
ESTIMATED COST	\$ 1,664,000
ACTION PLAN DURATION	
TOTAL PARTICIPANTS	
COST PER PARTICIPANT	
FOLLOW UP	
EXPECTED OUTCOMES	

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EXPENDITURE PROJECTIONS FOR WET ACTION PLANS

FUNDING CATEGORY	D. RESIDENCY AND INTERNSHIP PROGRAMS
ACTION PLAN	17. Psychiatric Residency Program
OBJECTIVE(S)	1. To investigate the psychiatric residency program developed in Kern County and other locations to expand the number of psychiatrists. 2. To determine if the development of such a residency program is feasible in Los Angeles County. 3. If feasible, develop an implementation plan to duplicate a similar program in Los Angeles County..
PLAN	Reassign 25% of a Mental Health Services Coordinator II's time to perform this investigation.
ESTIMATED COST	<div style="text-align: right; padding-right: 50px;"> Mental Health Services Coordinator II (0.25 FTE) \$ 31,331 </div>
ACTION PLAN DURATION	4 Months
TOTAL PARTICIPANTS	
COST PER PARTICIPANT	
FOLLOW UP	
EXPECTED OUTCOMES	

**COUNTY OF LOS ANGELES - DEPARTMENT OF MENTAL HEALTH
PROGRAM SUPPORT BUREAU**

**MENTAL HEALTH SERVICES ACT (MHSA)
WORKFORCE EDUCATION AND TRAINING (WET) ADVISORY COMMITTEE**

EXPENDITURE PROJECTIONS FOR WET ACTION PLANS

FUNDING CATEGORY	D. RESIDENCY AND INTERNSHIP PROGRAMS
ACTION PLAN	18. Trainings Pursuant to the Mental Health Services Act for Student Psychologists, MSWs, MFTs, Psychiatric Nurse Practitioners, and Psychiatric Technicians Certificate Program
OBJECTIVE(S)	<ol style="list-style-type: none"> 1. To promote MHSA philosophies and values to students through trainings. 2. To utilize existing partnerships among the universities, field placement faculty and internship training site personnel to reinforce existing MHSA recovery-based training. 3. To develop new partnerships to reinforce MHSA recovery-based training, as needed. 4. To capitalize on existing expertise among university faculty and internship training site personnel to expand the number and content of curricula on recovery, resilience and wellness for delivery to students as necessary. 5. To assure that trainings for student incorporate consumer/family members/parent advocates experiences. 6. To prepare students for the public mental health workforce.
PLAN	
ESTIMATED COST	\$ 100,000
ACTION PLAN DURATION	
TOTAL PARTICIPANTS	
COST PER PARTICIPANT	
FOLLOW UP	
EXPECTED OUTCOMES	

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EXPENDITURE PROJECTIONS FOR WET ACTION PLANS

FUNDING CATEGORY	E. FINANCIAL INCENTIVE PROGRAMS																																							
ACTION PLAN	19. Tuition Reimbursement Program																																							
OBJECTIVE(S)	1. To fund TBD slots per year with priority given to bilingual persons and/or persons committed to work with unserved and underserved communities in the County. 2. To target 50% of the slots to consumers, family members and parent advocates interested in increasing mental health skills. 3. Upon successful graduation the individuals will be given priority/placed in hiring band I for positions in directly operated and contract agencies. 50% of the slots will be allocated to directly operated program and 50% to contracted agencies. 4. Priority will be given to students in Recovery Based Mental Health academic programs.																																							
PLAN	Provide tuition reimbursement to existing workforce.																																							
ESTIMATED COST	<table><tr><td></td><td>Alcohol & Drug Counseling Program</td><td>MH Worker/ AA Degree</td><td>MH Worker Certificate</td><td>Psychiatric Technician</td><td>MH Worker (ROP)</td><td>Office Occupation</td><td>Total</td></tr><tr><td>Number of Slots</td><td>50</td><td>50</td><td>50</td><td>50</td><td>50</td><td>50</td><td>300</td></tr><tr><td>Allocation Per Slot</td><td>\$ 9,819</td><td>\$ 3,044</td><td>\$ 1,304</td><td>\$ 986</td><td>\$ 550</td><td>\$ 550</td><td></td></tr><tr><td>Total</td><td>\$ 490,950</td><td>\$ 152,200</td><td>\$ 65,200</td><td>\$ 49,300</td><td>\$ 27,500</td><td>\$ 27,500</td><td>\$ 812,650</td></tr></table>								Alcohol & Drug Counseling Program	MH Worker/ AA Degree	MH Worker Certificate	Psychiatric Technician	MH Worker (ROP)	Office Occupation	Total	Number of Slots	50	50	50	50	50	50	300	Allocation Per Slot	\$ 9,819	\$ 3,044	\$ 1,304	\$ 986	\$ 550	\$ 550		Total	\$ 490,950	\$ 152,200	\$ 65,200	\$ 49,300	\$ 27,500	\$ 27,500	\$ 812,650	
	Alcohol & Drug Counseling Program	MH Worker/ AA Degree	MH Worker Certificate	Psychiatric Technician	MH Worker (ROP)	Office Occupation	Total																																	
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ACTION PLAN DURATION																																								
TOTAL PARTICIPANTS	300																																							
COST PER PARTICIPANT	\$ 2,709																																							
FOLLOW UP																																								
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EXPENDITURE PROJECTIONS FOR WET ACTION PLANS

FUNDING CATEGORY	E. FINANCIAL INCENTIVE PROGRAMS			
ACTION PLAN	20. Associate and Bachelor Degree 20/20 and/or 10/30 Programs			
OBJECTIVE(S)	1. To fund TBD slots per year with priority given to bilingual staff and/or staff willing to work with underrepresented communities in the County. 2. To allocate 50% of the slots to directly operated program and 50% to contracted agencies. 3. Upon successful graduation, individuals will be eligible to apply for such positions in directly operated and contract agencies.			
PLAN	Create opportunities for workforce to enhance their skills.			
ESTIMATED COST		20/20	10/30	Total
	Number of Slots	20	20	
	Allocation Per Slot	\$ 32,929	\$ 16,465	
	Total	\$ 658,590	\$ 329,293	\$ 987,883
ACTION PLAN DURATION				
TOTAL PARTICIPANTS	20			
COST PER PARTICIPANT	\$ 32,929			
FOLLOW UP				
EXPECTED OUTCOMES				

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EXPENDITURE PROJECTIONS FOR WET ACTION PLANS

FUNDING CATEGORY	E. FINANCIAL INCENTIVE PROGRAMS																		
ACTION PLAN	21. Stipend Programs for Psychologists, MSWs, MFTs, Psychiatric Nurse Practitioners and Psychiatric Technicians																		
OBJECTIVE(S)	1. To fund stipends for Psychologists. 2. To fund stipends for MSWs. 3. To fund stipends for MFTs. 4. To fund stipends for Psychiatric Nurse Practitioners. 5. To fund stipends for Psychiatric Technicians. 6. Once graduated the stipend students would be eligible to apply for employment in directly operated and/or contract agencies. 7. It is expected that 50% of the stipend students will be providing services to communities with bilingual and/or bicultural special needs.																		
PLAN	For FY 2008-09 funded stipends for MSW and MFT students committed after graduation to work in hard to fill positions (Forensic Adult and Juvenile Programs) and geographic areas (Service Area 1-Antelope Valley, Service Area 6-South Los Angeles) in unserved and underserved ethnically diverse communities.																		
ESTIMATED COST		<table> <tr> <th></th><th>Slots</th><th>Slot Allocation</th><th>Total</th></tr> <tr> <td>MSW - 2nd Year</td><td>52</td><td>\$ 18,500</td><td>\$ 962,000</td></tr> <tr> <td>MFT - 2nd Year</td><td>72</td><td>18,500</td><td>1,332,000</td></tr> <tr> <td></td><td>124</td><td></td><td>\$ 2,294,000</td></tr> </table>		Slots	Slot Allocation	Total	MSW - 2nd Year	52	\$ 18,500	\$ 962,000	MFT - 2nd Year	72	18,500	1,332,000		124		\$ 2,294,000	
	Slots	Slot Allocation	Total																
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ACTION PLAN DURATION																			
TOTAL PARTICIPANTS																			
COST PER PARTICIPANT																			
FOLLOW UP																			
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EXPENDITURE PROJECTIONS FOR WET ACTION PLANS

FUNDING CATEGORY	E. FINANCIAL INCENTIVE PROGRAMS
ACTION PLAN	22. Loan Forgiveness Program
OBJECTIVE(S)	1. To increase retention and recruitment of needed mental health workers in the Public Mental Health System. 2. To explore the need and efficacy of loan forgiveness programs supported with Los Angeles County funds. 3. To meet the need for a linguistically and culturally competent workforce.
PLAN	
ESTIMATED COST	<div style="text-align: right;"> Number of Slots 100 Average Allocation Per Slot \$ 11,170 Total <u>\$ 1,117,000</u> </div>
ACTION PLAN DURATION	
TOTAL PARTICIPANTS	100
COST PER PARTICIPANT	\$ 11,170
FOLLOW UP	
EXPECTED OUTCOMES	